CUSTOMIZED PRACTICE

3 BIG IDEAS

In an era of customization and accommodation, avoid a "one-size-fits-all" approach

Customized practice is creative, collaborative, culturally appropriate, and trauma-informed

Facilitate learning by making it memorable and "sticky"

2 WAYS TO PUT THIS INTO PRACTICE

Use "plain language," words your clients understand, and relevant stories and examples

Be pragmatic – use time and resources efficiently to serve clients most effectively

1 NEXT STEP

Identify one strategy or resource to customize this month. Reflect on what worked and what didn't. Consider each customization as a prototype – think of how to improve the next version!

ADDITIONAL RESOURCES

Arthur, N., Borgen, R., & McMahon, M. (2025). Career development practices: What theories and models have to offer. *Canadian Journal of Career Development, 24*(1), 85-105.

Arthur, N., Borgen (Neault), R., & McMahon, M. (2024). *Practice principles: Career theories and models at work*. CERIC.

- Chapter 5: Career Development Practice Requires Customization (pp. 41-56)

Arthur, N., Neault, R., & McMahon, M. (2019). *Career theories and models at work: Ideas for practice*. CERIC.

10 Tips for Managing Challenging Clients

10 Tips to Work Effectively with Diverse Clients

10 Ways to Maximize Engagement